

PM 331 : (X 49)

U. S. DEPARTMENT OF LABOR
Women's Bureau
Washington, D. C.

July 1, 1959

A L A S K A

Summary of State Labor Laws Affecting Women

All of the States have enacted some legislation establishing standards for the employment of women. Principal areas of regulation are: (1) Minimum wage; (2) Equal pay; (3) Hours, including maximum daily and weekly hours, day of rest, meal and rest periods, and nightwork; (4) Plant facilities; (5) Industrial homework; (6) Hazardous or unhealthful employment; (7) Employment before and after childbirth. Not every State has enacted a law in each of the foregoing categories, and the standards established vary from State to State.

A summary of Alaska statutes, orders, and regulations governing the employment of women follows. It does not include similar information relating to the employment of minors only.

MINIMUM
WAGE

Rate set by: Statute. 1/

Statutory rate: \$1.50 an hour.

Statutory coverage: All employees in commerce, or other business, or the production of goods or materials.

Exceptions: Agriculture (as defined); catching, trapping, cultivating or farming, netting or taking of any kind of fish, shellfish, or other aquatic forms of animal and vegetable life; hand picking of shrimp; domestic service (including babysitters) in and about a private home; activities of a nonprofit religious, charitable, cemetery or educational organization where employer-employee relationship does not, in fact, exist, and services rendered are voluntary; delivery of newspapers to consumer; watchman or caretaker (solely) of premises, property, or plant not in productive use 4 months or more; bona fide executive, administrative, or professional persons; outside salesmen or salesmen on straight commission basis; search for minerals of economic value; persons under 18 years employed on a part-time basis, not more than 20 hours a week; employees of the United States, the State or any political subdivision thereof.

1/ For employees engaged in or producing goods for interstate commerce, the Federal Fair Labor Standards Act establishes a minimum wage of \$1 an hour and provides for overtime pay of time and one-half the employee's regular rate for hours over 40 a week.

LIBRARY SEP 6 1960
BOREAL INSTITUTE

EQUAL

PAY

Prohibits discrimination in payment of wages as between the sexes, or payment to any female of salary or wage rates less than the rates paid to male employees for comparable work in the same operations, business, or type of work in the same locality.

Coverage: Any occupation, i.e., any industry, trade, business or branch thereof, or any employment or class of employment therein.

HOURS

Maximum Hours

No limitation for females over 18 years of age. 2/

Rest Period

10-minute rest period for each
2 hours of work.

Coverage: Females, 18 years of age and over, required to stand at their work.

PLANT

FACILITIES

Seating

1. Stools and chairs, which have a backrest and contribute to good posture, must be provided women seated at their work; law requires that whenever possible, women shall be seated at their work.
2. Chairs must be provided women required to stand at their work for prolonged periods, for use during their rest periods.

Coverage: Any employer of female employees.

Lunch Room

Adequate, suitable space, separate from workrooms must be provided, where employees are permitted to eat on the premises.

Coverage: All places of employment.

2/ Wage and Hour Act requires the payment of one and one-half times the employee's regular rate for hours in excess of 8 a day, 40 a week, with specified exceptions.

Alaska

- 3 -

Dressing and Rest Rooms

1. Conveniently placed, adequate washing facilities must be provided.

Coverage: Same as Lunch Room.

Variation: For employees exposed to skin contamination from poisonous, infectious, or irritating material, a lavatory with hot and cold water must be provided for every 5 persons; and a shower, for every 15.

2. Where 10 or more women are employed, at least one retiring room must be provided for their exclusive use; where less than 10 women, and no retiring room is provided, an equivalent adequate space, properly screened and made suitable must be provided for such employees.

Coverage: Same as Lunch Room.

Toilet Room

Adequate toilet accommodations, separate for each sex, must be provided; toilets to be in ratio of 1 for every 10 persons.

Coverage: Same as Lunch Room

HAZARDOUS OR
UNHEALTHFUL
EMPLOYMENT

Weight Lifting

Prohibits requiring any woman to lift any weight in excess of 35 percent of her body weight; the absolute maximum is 25 pounds, where sustained or repetitive lifting and carrying is required.

Coverage: All employed women.

Occupational Limitations 3/

Prohibits employment of females to serve intoxicating liquors in an establishment operating under a Beverage Dispensary License. (Law requires that persons so employed must be male citizens of the United States over the age of 21.)

Variation: Females over the age of 21, regularly employed as waitresses in such establishment, may serve intoxicating liquor together with food, provided establishment regularly serves meals as major and substantial part of its business and permit to employ females is obtained from the Board of Liquor Control.

NOTE: For further information, write:

Commissioner
Alaska Department of Labor
P. O. Box 2141
Juneau, Alaska

Pam: 331: (*49) U.S. Dept. of Labor.	Alaska:- Summary of state labor laws affecting women.	Borrower's Name	Date Due

3/ Persons under 21 years prohibited from selling or serving intoxicating liquors and from working in any place such liquors are sold for consumption on the premises.